

April 2, 2012

The Randolph County Board of Commissioners met in regular session at 6:00 p.m. in the 1909 Randolph County Historic Courthouse Meeting Room, 145 Worth Street, Asheboro, NC. Commissioners Holmes, Frye, Haywood, Kemp and Lanier were present. Phil Shore gave the invocation, after which, everyone recited the Pledge of Allegiance.

Public Comment Period

Pursuant to N.C.G.S. § 153A-52.1, Chairman Holmes opened the floor for public comment. No one spoke, and the public comment period was closed.

Approval of Consent Agenda

On motion of Frye, seconded by Lanier, the Board voted unanimously to approve the Consent Agenda, as follows:

- *approve minutes of regular meeting and closed session of 3/12/12;*
- *adopt Proclamation Recognizing Randolph Community College's 50th Anniversary, as follows:*

PROCLAMATION RECOGNIZING RANDOLPH COMMUNITY COLLEGE'S 50TH ANNIVERSARY

WHEREAS, Randolph Community College was originally chartered on April 3, 1958, by the State Board of Education through funding provided by the 1957 General Assembly, and went on to open its doors to students, at its current main campus, on September 4, 1962, as Randolph Industrial Education Center. The Center provided educational opportunities to Randolph, Anson, Montgomery, and Stanly County residents because the other counties did not offer a higher education option at that time; and

WHEREAS, Randolph Community College has maintained an open door policy for admission, serving all who desire to further their education and contributing to the economic development of Randolph County by helping provide a well-prepared and educated workforce; and

WHEREAS, Randolph Community College has grown in various areas of the county with the addition of the Archdale Center in 1990 and the addition of the Emergency Services Training Center in 2001 and many other locations throughout the county; and

WHEREAS, Randolph Community College currently serves 2,700 students in 84 Degree, Diploma & Certificate Curriculum programs of study and over 4,000 students in three Continuing Education Program areas (Basic Skills, Business & Industry, and Occupational Extension); and

WHEREAS, Randolph Community College's Board of Trustees, students, faculty, and staff, as well as business and community partners, have demonstrated outstanding professional and academic efforts during the past 50 years and look toward the college's future with excitement, passion, and dedication as it continues to serve the residents of Randolph County.

NOW, THEREFORE, the Randolph County Board of Commissioners, does hereby recognize Randolph Community College during its 50th Anniversary Year, and extends our hearty congratulations to the current administration for all the contributions this fine college has made to education, business, industry, and civic endeavors during its 50 years of operation and wishes Randolph Community College the best in all its future endeavors.

This the 2nd day of April, 2012.

- *appoint Gail Morgan to the TDA Board of Directors, representing the Liberty Chamber of Commerce;*

- appoint SaraLee Hinnant to the Adult Care Home Community Advisory Committee for an initial one-year term;
- appoint David White to the Archdale Planning Board/Board of Adjustment;
- approve Budget Amendment #32 for Public Health [Department of Health and Human Services, Division of Public Health/Environmental Health Branch funding (\$4,000) to be used for water and new well testing supplies & funding (\$1,000) from NC Buckle Up Kids to be used for child restraint education], as follows:

2011-2012 Budget Ordinance		
General Fund -- Budget Amendment #32		
Revenues	Increase	Decrease
<i>Restricted Intergovernmental</i>	\$5,000	
Appropriations	Increase	Decrease
<i>Public Health</i>	\$5,000	

- approve Budget Amendment #33 for Public Health (Animal Control) for fees from City of Asheboro for animal control services, as follows:

2011-2012 Budget Ordinance		
General Fund -- Budget Amendment #33		
Revenues	Increase	Decrease
<i>Sales and Service</i>	\$13,359	
Appropriations	Increase	Decrease
<i>Public Health</i>	\$13,359	

- approve Budget Amendment #34 for Emergency Services (Performance Grant in the amount of \$49,637 from NC Dept. of Crime Control and Public Safety; Emergency Services originally budgeted \$16,242), as follows:

2011-2012 Budget Ordinance		
General Fund -- Budget Amendment #34		
Revenues	Increase	Decrease
<i>Restricted Intergovernmental</i>	\$33,395	
Appropriations	Increase	Decrease
<i>Emergency Services</i>	\$33,395	

- approve Budget Amendment #35 for Day Reporting Center (increase ABC Bottle Tax Revenues by \$700 to be used for local match for JDRC van purchase), as follows:

2011-2012 Budget Ordinance		
General Fund -- Budget Amendment #35		
Revenues	Increase	Decrease
<i>Restricted Intergovernmental</i>	\$700	
Appropriations	Increase	Decrease
<i>Day Reporting Center</i>	\$700	

- approve Budget Amendment #36 for Day Reporting Center (re-allocation from Randolph Psychological Assessment Program), as follows:

2011-2012 Budget Ordinance		
General Fund -- Budget Amendment #36		
Revenues	Increase	Decrease
Other Human Services	\$2,800	
Appropriations	Increase	Decrease
Day Reporting Center	\$2,800	

- approve amendments to Articles II and III of the Personnel Ordinance (as a result of the 2/6/12 Board of Commissioners approval of the Springsted Classification Study results/recommendations, which moves all County employees, except the Sheriff's Department's employees, from a step/grade compensation system to an open range compensation system , effective 4/2/12), summarized as follows:

Article II: Position Classification Plan

No changes to the content of this Article with the exception of changing Personnel Director to Human Resources Director.

Article III: The Pay Plan

1. Added disclaimer at beginning of Article stating that Sections 3 - 6 differ for Sheriff's Office as they are still under step/grade plan and those sections can be obtained at either the Sheriff's Office or Human Resources department (these are included below, high-lighted for reference).
2. Updated following sections to remove step/grade language and inserted new open range guidelines:

- **Section 3. Hiring Rate/Starting Salary**

Hiring rates are determined using multiple factors, including, but not limited to, education and experience required for the position, market conditions, internal equity where applicable and budget constraints. Then an applicant meets the minimum requirements, the hiring rate will be the minimum of the pay grade. When an applicant exceeds the minimum requirements and those requirements are needed for the position, concessions will be allowed to hire that applicant at a higher starting salary than range minimum. Above-the-minimum appointments will be based on such factors as the applicant's qualifications where they exceed the minimum experience requirements for the position and market recruitment conditions, such as job market competitiveness, talent pool, etc. Hiring managers must consult with the Human Resources Director to determine hiring rates. Any request to hire at 15% above the range minimum must be approved by the County Manager. Any appointment above the mid-point of the salary range must be approved by the Board of County Commissioners.

- **Section 4. Salaries Below Minimum**

Individuals appointed or promoted to a class when they do not possess all the established requirements for the class, shall be paid at a rate below the minimum of the salary range as determined by the Human Resources Director. These assignments are referred to as "Work Against" appointments and allow the employee the time necessary to gain the work experience necessary to meet the class requirements. An employee in a work-against status shall continue to receive a reduced salary until the Department Head and the Human Resources Director determine that the individual meets all requirements and is ready to assume the full responsibilities as defined in the job description for the position.

- **Section 6. Rates in Promotion, Demotion, Transfer and Reclassification**

- A. *When a promotion occurs, if the employee's salary is below the new minimum, it shall be at least increased to the minimum rate of the salary range assigned to the class to which he is promoted. If an employee's current salary is already above the minimum salary rate, his salary may be increased in accordance with the new responsibilities being assigned to and required of that employee. Promotional increases, whether to someone whose current salary is below the new range or already within the new range will be determined on a case-by-case basis and will typically fall within a 5-10% increase in salary. Hiring managers must consult with the Human Resources Director to determine promotional increases. Any promotional increase above 15% must be approved by the County Manager.*
- 3. *Updated the following three sections based on best practice in County HR administration and requests from County supervisors (not because of new pay plan):*
 - **Section 8. Overtime – Fair labor Standards Act:**
 - D. *The maximum number of compensatory hours that can be accumulated for regular 40-hour employees is 90 (not more than 60 hours of actual overtime worked.) Eligible employees who qualify for the 7(k) exemption in Public Safety positions may accumulate up to 180 hours (not more than 120 hours of actual overtime hours worked.) Compensatory balances will be reviewed multiple times throughout the year. At any time during the fiscal year, the County Manager has the authority to enforce mandatory payouts of any balance above the maximum allowable hours to be banked. Any payouts must be absorbed within the department's current budget. No extra funds will be made available to cover excessive compensatory time balance payouts during a fiscal year. Excess compensatory balances will not carry over from one fiscal year to the next.*
 - F. *Added: Employees must use compensatory time before the use of other leave time such as sick, vacation, holiday (Emergency Services) or personal leave.*
 - **Section 11. Callback Pay:** *Did not change Policy, but simply added examples of what Callback pay is and is not to ensure compliance across the County with the intent of the policy.*
 - **Section 13. Effective Date of Salary Adjustments:** *Changed policy to allow for adjustments two times per month (previously on first of monthly only) and simplified/clarified language that was confusing for supervisors:
Salary adjustments shall become effective the first day of the next pay period (either the 1st or the 16th of the month) for promotions, demotions and merit increases.*

Hire dates shall be based upon the date the employee begins work for the County and will not change during the course of employment. The County has two hire dates per month: The 1st and the 16th. All hire dates will coincide with the 1st or the 16th. Should the 1st or 16th fall on a weekend or holiday, the hire dates of the 1st or 16th will still be used to ensure benefits eligibility begins in a timely manner. The only date that changes with promotional salary adjustments is the annual performance review date.

- *adopt Proclamation Recognizing the Annual Spring Litter Sweep, as follows:*

PROCLAMATION for SPRING LITTER SWEEP April 14 – April 28, 2012

WHEREAS, the North Carolina Department of Transportation organizes an annual spring statewide roadside cleanup to ensure clean and beautiful roads in North Carolina; and

WHEREAS, the spring 2012 LITTER SWEEP roadside cleanup will take place April 14 – April 28, 2012, and encourages local governments and communities, civic and professional groups, businesses, churches, schools, families and individual citizens to participate in the Department of Transportation cleanup by sponsoring and organizing local roadside cleanups; and

WHEREAS, Adopt-A-Highway volunteers, Department of Transportation employees, Department of Correction inmates and community service workers, local government agencies, community leaders, civic and community organizations, businesses, churches, schools, and environmentally concerned citizens conduct annual local cleanups during LITTER SWEEP and may receive certificates of appreciation for their participation; and

WHEREAS, the great natural beauty of our state and a clean environment are sources of great pride for all North Carolinians, attracting tourists and aiding in recruiting new industries; and

WHEREAS, the cleanup will increase awareness of the need for cleaner roadsides, emphasize the importance of not littering, and encourage recycling of solid wastes; and

WHEREAS, the spring 2012 LITTER SWEEP cleanup will celebrate the 24th anniversary of the North Carolina Adopt-A-Highway program and its 5,760 volunteer groups that donate their labor and time year-round to keep our roadsides clean; and

WHEREAS, the LITTER SWEEP cleanup will be a part of educating the children of this great state regarding the importance of a clean environment to the quality of life in North Carolina;

WHEREAS, Governor Beverly E. Perdue proclaimed April 14 – April 28, 2012 as “LITTER SWEEP” time in North Carolina and encourages all citizens in all 100 counties to take an active roll in making their communities cleaner; and

WHEREAS, the Randolph County Board of Commissioners, on March 12, 2001, voted unanimously to give blanket approval for waiver of tipping fees at the solid waste facility for the Department of Transportation as they bring in the debris collected during any of their spring or fall Litter Sweep Roadside Cleanup programs;

NOW, THEREFORE, the Randolph County Board of Commissioners join with the Governor and Department of Transportation and also proclaim April 14 – April 28, 2012 as “LITTER SWEEP” time in Randolph County and urge all citizens to participate.

This the 2nd day of April, 2012.

- adopt Proclamation for 9-1-1 Telecommunicator Appreciation Week (April 8-14, 2012), as follows:

PROCLAMATION FOR 9-1-1 TELECOMMUNICATORS APPRECIATION WEEK April 8 –14, 2012

WHEREAS, emergencies can occur at any time, requiring sheriff, police, fire, rescue or emergency medical services; and

WHEREAS, when an emergency occurs, the prompt response of law enforcement, firefighters and paramedics is critical to the protection of life and preservation of property; and

WHEREAS, the safety of our deputies, police officers, firefighters, and emergency medical services is dependent upon the quality and accuracy of information obtained from citizens who telephone the Randolph County E 9-1-1 Communications Center; and

WHEREAS, public safety telecommunicators are the first and most critical contact our citizens have with the emergency services; and

WHEREAS, public safety telecommunicators of the Randolph County E 9-1-1 Communications Center have contributed substantially to the apprehension of criminals, suppression of fires, and treatment of patients; and

WHEREAS, each telecommunicator has exhibited compassion, understanding and professionalism during the performance of their job in the past year; and

WHEREAS, the services of public safety telecommunicators are “silent services” and their duties are seldom observed by the public;

NOW THEREFORE, we the Randolph County Board of Commissioners hereby proclaim the week of April 8 –14, 2012, as “9-1-1 Telecommunicators Appreciation Week” in Randolph County and urge all citizens to join in honoring the men and women whose diligence and professionalism keep our county and citizens safe.

This the 2nd day of April, 2012.

Special Recognitions

Chairman Holmes recognized TDA's Liberty Chamber of Commerce representative Gail Morgan, whose appointment to the TDA board was approved on the Consent Agenda.

Chairman Holmes read aloud the proclamation previously adopted in the Consent Agenda recognizing RCC's 50th Anniversary and congratulated RCC President, Dr. Robert Shackelford.

Chairman Holmes referenced the proclamation concerning Spring Litter Sweep that was adopted in the Consent Agenda; he encouraged citizens to participate in this event that will be held from April 14 – 28.

Chairman Holmes read aloud the proclamation previously adopted in the Consent Agenda concerning 9-1-1 Telecommunicator Appreciation Week and recognized the telecommunicators in attendance and thanked them for their critical service.

Chairman Holmes recognized Col. Guy Troy, who is a retired Army Colonel who served from the 1940s into the 1970s. Mr. Troy stated that the spark that started the uprising and brought forth the Land of the Free took place April 18, 1775, when Paul Revere rode to Concord to warn people that the British were coming; this marked the beginning of the Revolutionary War. He recognized the day by reading Henry Wadsworth Longfellow's poem, "Paul Revere's Ride."

Approval of Contract for Discovery of Non-Filing Businesses

Debra Hill, County Tax Administrator, said that due to other responsibilities, Tax Department staff business auditors are unable to thoroughly canvass the county for unlisted business personal property. Tax Management Associates (TMA) Discovery Service offers use of its proprietary searches, both physical and electronic canvassing, to create lists of businesses that are operating within the county, but may not be filing a listing with the Tax Department. TMA's Discovery Services would help ensure that all businesses are listed and identified in Randolph County. TMA has proposed a fee of 45% of all taxes, penalties, interest and fees. The fee would not be billed until the County has received payment for the tax bill generated for the discovery, so the Discovery Service is a zero risk initiative. Ms. Hill said that 18 other North Carolina counties are receiving TMA Discovery Services. With TMA having just completed discovery for Guilford County, there may be an added benefit of finding businesses that border Randolph County or are partially in Randolph, as well. Ms. Hill stated that all mailings would originate from the Tax Department, but TMA representatives out in the field would present themselves to citizens as being contracted by the County to do the research. She asked the Commissioners to consider a six-month contract with TMA Discovery Services at the 45% fee of all taxes, penalties, interest and fees.

On motion of Kemp, seconded by Frye, the Board voted unanimously to approve a six-month contract with Tax Management Associates Discovery Service for discovery of non-filing businesses within Randolph County at a fee of 45% (of all taxes, penalties, interest and fees), which will be billed to the County only after the County has received payment for the tax bill generated for the discovery.

Regional Update

Vice Chair Frye stated that the Piedmont Triad Regional Council (PTRC) is currently working with a developer for property located on Highway 66 to construct a building for their offices. Combined, the two councils of government, are spending \$20,000 per month on rent.

Vice Chair Frye encouraged other Board members to contact their state legislators regarding proposed changes to the board structure of the State's mental health local management entities, that could cause counties to lose some of their oversight of the LMEs.

Public Hearing on Close-out of 2009 CDBG-R Stimulus Scattered Site Housing Grant & Budget Amendment Approval

David Townsend, III stated that the Public Works Department duly advertised a public hearing notice to close the CDBG Stimulus Scattered Site Grant. To date, the County has spent \$464,362.79 in federal dollars to rehabilitate 10 homes throughout the county, as follows:

House #1	Asheboro	\$39,575		House #6	Liberty	\$33,355
House #2	Asheboro	\$39,905		House #7	Sophia	\$48,840
House #3	Randolph County	\$36,140		House #8	Asheboro	\$26,765
House #4	Randolph County	\$43,475		House #9	Randolph County	\$39,355
House #5	Randolph County	\$43,690		House #10	Randolph County	\$55,480

After the final housing rehabilitation project has been completed, the final project costs will be \$1,863 less than budgeted. These funds were deobligated and the final adjusted grant will be \$464,363. Mr. Townsend stated that the purpose of the public hearing is a procedural step to allow the County to close the project.

At 6:35 p.m., Chairman Holmes opened the public hearing. No one spoke, and the public hearing was closed.

On motion of Frye, seconded by Haywood, the Board voted unanimously to approve Budget Amendment #2, which closes out the 2009 CDBG Stimulus Scattered Site Housing Grant, as follows:

<i>CDBG-R Stimulus Scattered Site Grant Ordinance</i>		
<i>Budget Amendment #2</i>		
<i>Revenues</i>	<i>Increase</i>	<i>Decrease</i>
<i>Restricted Intergovernmental</i>		\$ 1,863
<i>Appropriations</i>	<i>Increase</i>	<i>Decrease</i>
<i>Rehabilitation</i>	\$3,783	
<i>Administration</i>		\$5,646

Recess

At 6:37 p.m., the Board recessed.

Regular Meeting Resumed

At 7:00 p.m., the Board returned to regular session.

Rezoning Public Hearing

At 7:03 p.m., the Board adjourned to a duly advertised public hearing to consider a rezoning request. Hal Johnson, Planning Director, presented the following request, and Chairman Holmes opened the public hearing for comments on the request and closed it before taking action.

Seagrove-Ulah Metropolitan Water District, Seagrove, North Carolina, is requesting that 1.50 acres (out of 35.35 acres) located on US Hwy 220S (just north of Old NC Hwy 13) be rezoned from RA to HC-CD. Tax ID# 7666345717. Primary Growth Area. The proposed Conditional Zoning District would specifically allow an office and storage facility for Seagrove-Ulah Water District as per site plan. Property Owners - JBDJ LLC. The Planning Board reviewed this request at public meeting on March 6, 2012, and unanimously recommended that this request be approved, as consistent with the Growth Management Plan. The Planning Board found the following policies within the 2009 Growth Management Plan that support determination of consistency with the adopted plan with this recommendation:

Policy 1.7 Planning and development decisions should be based on the principal of promoting investment in Randolph County to expand employment opportunities while preserving and improving the quality of life for all county residents.

Policy 5.1 Office and institutional development should be encouraged to locate as transitional land use between activities of higher intensity and those of lower intensity.

Mike Walker, President of the Water District, spoke in favor of the request, stating that they have been in cramped spaces and this facility will allow them room to spread out and for future growth.

On motion of Frye, seconded by Haywood, the Board voted unanimously to approve the request of the Seagrove-Ulah Metropolitan Water District, as determined consistent with policies contained within the standards and policies of the Growth Management Plan and outlined in the recommendations provided by the County Planning Board.

Adjournment

At 7:05 p.m., there being no further business, the meeting adjourned.

J. Harold Holmes, Chairman

Darrell L. Frye

Phil Kemp

Arnold Lanier

Stan Haywood

Amanda Varner, Deputy Clerk to the Board